

TRANSCRIPT PREPARED BY THE CLERK OF THE LEGISLATURE
Transcriber's Office
FLOOR DEBATE

April 25, 2001 LB 543

fire, you're at a disadvantage. You continue throughout your life people saying you can't, when you can, you're at a disadvantage. And finally, at the end of the day, when you get to the point where you're applying for a job, the finish line says, well, let's judge on your merits, even though you started the race, if you will, far behind others. Now this is not to suggest that we should hire incompetent individuals simply based on their minority status at our university system. But it does suggest that the University of Nebraska should go the extra mile to seek out those quality minority faculty members to insure diversity within our university system. Thank you.

SENATOR CUDABACK: Thank you, Senator Hilgert. Open for discussion on the Foley amendment. Seeing no lights on, Senator Foley, did you wish to close on your amendment?

SENATOR FOLEY: Thank you again, Mr. President. Again, just to clarify because I think there may be some confusion on what's intended here, my amendment does not in any way strike at the existing intent language. Those goals that are established, the mechanism, the incentive and so forth, that's all still there. The university is still required by that language that's been in the appropriations bills for a number of years, they're still required to meet all of those goals. This does not strike at that. What it says is, when you've got a vacancy, advertise it, attempt to attract a pool of candidates, then make your selection based on the available pool of talent. And I think what's been sacrificed in recent years is this notion of a competitive hiring process. And it's a very valuable process that's been sacrificed, and I'm troubled by it. So I urge the passage of this amendment which would simply require that the university have a competitive process, that they advertise their vacancies and then they report back to us on how they're doing. It doesn't say that in every single instance they must advertise. It gives them the leeway that they need, because I know that there are certain cases where they need to... they have a candidate that they become aware of and they want to hire this person very quickly because there's an opportunity there, it allows them to do that. It gives them that flexibility. But in general it urges them, in strong language, to open up the process a bit, to let the other people on the faculty know of